



**BRIGHT FROM THE START**  
Georgia Department of Early Care and Learning  
2 Martin Luther King Jr. Drive, SE, Suite 754, East Tower, Atlanta, Georgia 30334  
(404) 656-5957

**Nathan Deal**  
GOVERNOR

**Bobby D. Cagle, MSW**  
COMMISSIONER

April 3, 2014

**CERTIFIED MAIL #7013 1090 0000 5589 7832 AND REGULAR MAIL**

Ms. Tamika Seay  
Owner/Director  
d/b/a Just for Kids Academy  
2341 Beaver Ruin Road  
Norcross, Georgia 30071

**RE: Notice of Revocation**

Dear Ms. Seay:

On December 16, 2013, a complaint investigation and monitoring visit was conducted at Just for Kids Academy located at 2341 Beaver Ruin Road, Norcross, Georgia 30071. Bright from the Start: Georgia Department of Early Care and Learning (Bright from the Start) determined that correctable deficiencies in the operation and management of the center continued to exist and had not been sufficiently corrected after a Bright from the Start representative brought them to the center's attention both in writing and in person. These rule violations were serious and had the potential to negatively affect the health and safety of children in care. Specifically, it was determined that center staff failed to provide a safe sleeping environment for infants, adequate supervision and watchful oversight of children in care, adequate staff:child ratios, safe storage of hazardous items, and a positive learning environment for children.

Based on the facility's continued noncompliance with the Rules for Child Care Learning Centers, the licensee is hereby notified that the license to operate Just for Kids Academy is revoked. Bright from the Start's legal authority for revoking the license is found in O.C.G.A. Sections 20-1A-1 *et seq.* and the Bright from the Start Rules for Child Care Learning Centers, Chapter 591-1-1 of the Official Compilation of the Rules and Regulations of the State of Georgia. The rule violations for which Bright from the Start is revoking your license are attached as Exhibit "A" and incorporated in this Notice by reference.

In accordance with O.C.G.A. Sec. 20-1A-10(o), this revocation becomes effective 30 days from receipt of this Notice. You have the right to appeal the decision to revoke your license by filing a written request for an administrative hearing before an Administrative Law Judge with the Office of State Administrative Hearings. If the licensee is incorporated, Georgia law may require the licensee to be represented by an attorney at the Office of State Administrative Hearings. Your request for hearing must be made in writing and sent to:

**Ira Sudman**  
**Interim Chief Legal Officer**  
**Bright from the Start**  
**Georgia Department of Early Care and Learning**  
**2 Martin Luther King Jr., Drive SE, 754 East Tower**  
**Atlanta, GA 30334**

April 3, 2014  
Ms. Seay  
Page 2

Your request for hearing must be postmarked within 10 days of your receipt of this Notice. A hearing request stays or suspends the revocation.

If the licensee does not appeal this action within 10 days of this Notice, the decision to revoke your registration will be final.

Sincerely,



Deidria Bolden  
Child Care Services Director for Program Operations

Attachments

cc: Kristie Lewis  
Ira Sudman  
Elisabetta Kasfir  
Candy Prince  
Pam Bojo  
Jackie Shivers  
Falita Flowers  
Leslie Truman  
Christy McCray  
Laura Johns  
Pam Stevens  
Johnathan Davis  
D'Anna Liber  
Jennifer Taylor  
Elizabeth Holland  
State File

Rule Violations for:

Just for Kids Academy  
2341 Beaver Ruin Road  
Norcross, Georgia 30071

**1. A. Rule 591-1-1-.32(6) requires that children be supervised at all time.**

During a complaint investigation and monitoring visit conducted on January 7, 2013, the consultant observed the staff member in Room B walk out of the classroom, leaving 10 children unsupervised. In addition, upon entering the infant room the consultant observed the assigned staff person had left the room unattended while she warmed a bottle in the kitchen.

**An enforcement fine was issued on May 24, 2013 for this rule violation. This rule violation is no longer appealable.**

**B. Rule 591-1-1-.32(6) requires that children be supervised at all time.**

During a complaint investigation and monitoring visit conducted on May 2, 2013, it was determined that center staff were not providing adequate supervision to children in care. Specifically, during the visit the consultant observed children in the second right classroom who were left alone without a center staff person to supervise them and the parent volunteer. A parent was left in the room while the staff person went into another room to retrieve an item. Additionally, the consultant observed a staff member leave her classroom to take a bottle of milk to the infant room and roll cribs into this same classroom.

**An enforcement fine was issued on November 4, 2013 for this rule violation. This rule violation is no longer appealable.**

**C. Rule 591-1-1-.32(6) requires that children be supervised at all time.**

During a monitoring visit and plan of improvement follow-up conducted on August 15, 2013, it was determined that center staff were not providing adequate supervision to children in care when the consultant observed the staff person in the second left room walk out of her classroom to get a book from the first left classroom. This same staff member was later observed to walk out of the room again and walk to the center office.

**An enforcement fine was issued on November 4, 2013 for this rule violation. This rule violation is no longer appealable.**

**D. Rule 591-1-1-.32(6) requires that children be supervised at all times.**

During a complaint investigation and monitoring visit conducted on December 16, 2013, it was determined that center staff did not provide adequate supervision to children in care. Specifically, during the visit two consultants observed the following:

- The teacher in the second left classroom walked into the third left classroom after a child opened the half door and left the classroom.
- The children in the second left classroom were left unsupervised while the teacher was behind a wall.
- The teacher in the second left classroom did not see a child standing in a chair.
- The teacher in the far left classroom opened the door to allow a child to go to the bathroom and told the child standing in the chair to get down.
- Two children in the far left classroom were observed by the consultants to pull down their pants and expose their back sides to other children. The teacher did not correct the behavior in a timely manner.

- It was further determined that a teacher in the second right classroom had her back turned to the children when she was talking to an employee in the kitchen.
- The teacher in the second right classroom was observed to leave her classroom and go into the third right classroom to get a child that had opened the door and walked into the third right classroom.

The failure of the center staff to provide adequate supervision could possibly place children at risk of harm.

**2. A. Rule 591-1-1-.25(13) requires that hazardous equipment and supplies be inaccessible to children.**

During a complaint investigation conducted on June 20, 2013, it was determined that a candle was left burning in the entry of the building accessible to children.

**B. Rule 591-1-1-.25(13) requires that hazardous equipment and supplies be inaccessible to children.**

During a monitoring visit conducted on August 15, 2013, it was determined that the red cabinet in the far left classroom was unlocked and a teacher's purse was accessible to children within the cabinet. Additionally, the door to the mechanical room in the second right room was not locked to prevent children's access to the room.

**C. Rule 591-1-1-.25(13) requires that hazardous equipment and supplies be inaccessible to children.**

During a complaint investigation and monitoring visit conducted on December 16, 2013, it was determined that the red cabinet in the far left classroom was unlocked. Inside the cabinet were a teacher's purse, scissors, and a stapler accessible to children. It was further determined that a broom was accessible to children in the second left classroom and a child was pushing the broom around the room.

The failure of the center staff to ensure that hazards are inaccessible could possibly place children at risk of harm.

**3. A. Rule 591-1-1-.10(3)(a) requires that the diaper changing surface be smooth, non-porous, and cleaned between each use with a disinfectant and dried with a single-use towel.**

During a complaint investigation and monitoring visit conducted on January 7, 2013, it was determined that the diaper changing surface was quilted and was not smooth and non-porous. Additionally, there was no disinfecting solution or single use towel adjacent to the diapering surface.

**An enforcement fine was issued on May 24, 2013 for this rule violation. This rule violation is no longer appealable.**

**B. Rule 591-1-1-.10(3)(a) requires that the diaper changing surface be smooth, non-porous, and cleaned between each use with a disinfectant and dried with a single-use towel.**

During a complaint investigation and monitoring visit conducted on May 2, 2013, it was determined that staff were not cleaning and disinfecting the diaper surface as required.

**C. Rule 591-1-1-.10(3)(a) requires that the diaper changing surface be smooth, non-porous, and cleaned between each use with a disinfectant and dried with a single-use towel.**

During a complaint investigation and monitoring visit conducted on December 16, 2013, it was determined that staff were not cleaning and disinfecting the diaper changing surface as required.

The failure of center staff to disinfect the diapering surface between each diaper change could possibly place children at risk of harm.

**4. A. Rule 591-1-1-.11(1) prohibits disciplinary actions that are detrimental to the physical or mental health of any child.**

During a complaint investigation and monitoring visit conducted on May 2, 2013, it was determined that staff used inappropriate discipline when they yelled and screamed at children.

**B. Rule 591-1-1-.11(1) prohibits disciplinary actions that are detrimental to the physical or mental health of any child.**

During a monitoring visit conducted on August 15, 2013, it was determined that a staff person used inappropriate discipline when she threatened a child, telling her that she was going to call the child's mother and tell her that she didn't listen.

**C. Rule 591-1-1-.11(1) prohibits disciplinary actions that are detrimental to the physical or mental health of any child.**

During a complaint investigation and monitoring visit conducted on December 16, 2013, it was determined that a teacher in the second left classroom was yelling at the children. The teacher raised her voice several times during the consultant's visit and yelled "stop it", "don't pull hair", "sit down".

The failure of center staff to use appropriate discipline techniques could possibly place children at risk of harm.

**5. A. Rule 591-1-1-.17(7)(a-d) requires that children wash their hands with liquid soap and running water.**

During a complaint investigation and monitoring visit conducted on January 7, 2013, it was determined that children were not washing their hands as required. A child was observed to leave the restroom in Room E and did not wash his hands. Additionally, a child in Room E sneezed into his hands and staff did not remind the child to wash his hands.

**An enforcement fine was issued on May 24, 2013 for this rule violation. This rule violation is no longer appealable.**

**B. Rule 591-1-1-.17(7)(a-d) requires that children wash their hands with liquid soap and running water.**

During a complaint investigation and monitoring visit conducted on May 2, 2013, it was determined that children were not washing their hands after toileting. A child was observed to leave the restroom in Room E and did not wash his hands. Additionally, children in Room H did not wash their hands prior to eating lunch, and children did not wash their hands after meal service.

**C. Rule 591-1-1-.17(7)(a-d) requires that children wash their hands with liquid soap and running water.**

During a complaint investigation and monitoring visit conducted on December 16, 2013, it was determined that an infant's hands were not washed after a diaper change.

The failure of center staff to ensure that children practice proper hand washing could possibly place children at risk of harm.

6. **A. Rule 591-1-1-.30(2)(b) (formerly Rule 591-1-1-.45) requires that center staff shall not place objects or allow objects to be placed in or on the crib with an infant.**

During a complaint investigation and monitoring visit conducted on January 7, 2013, the consultant observed an infant asleep in a crib with a boppy pillow in the crib, as well as an older infant in a crib with a thick blanket, a boppy pillow, a diaper bag, a coat, and sheets hanging from the side of the crib.

**An enforcement fine was issued on May 24, 2013 for this rule violation. This rule violation is no longer appealable.**

- B. Rule 591-1-1-.30(2)(b) (formerly Rule 591-1-1-.45) requires that center staff shall not place objects or allow objects to be placed in or on the crib with an infant.**

During a complaint investigation conducted on March 29, 2013, it was determined that three infants were placed in cribs for sleeping and had blankets in the crib with them.

**An enforcement fine was issued on November 4, 2013 for this rule violation. This rule violation is no longer appealable.**

- C. Rule 591-1-1-.30(2)(b) (formerly Rule 591-1-1-.45) requires that center staff shall not place objects or allow objects to be placed in or on the crib with an infant.**

During a complaint investigation and monitoring visit conducted on December 16, 2013, it was observed that there was a blanket in a crib with a child.

The failure of center staff to ensure a safe sleeping environment for infants could possibly place children at risk of harm.

7. **A. Rule 591-1-1-.30(1)(a) (formerly Rule 591-1-1-.45) requires that cribs that are safety approved in compliance with Consumer Product Safety Commission (CPSC) and American Society of Testing and Materials International (ASTM) be provided for each infant.**

During a complaint investigation and monitoring visit conducted on January 7, 2013, it was determined that four of four cribs did not meet Consumer Public Safety Commission safety requirements, and one of the four cribs was observed to be broken with one side of the crib almost completely detached.

- B. Rule 591-1-1-.30(1)(a) (formerly Rule 591-1-1-.45) requires that cribs that are safety approved in compliance with Consumer Product Safety Commission (CPSC) and American Society of Testing and Materials International (ASTM) be provided for each infant.**

During a complaint investigation conducted on June 20, 2013, it was determined that five cribs did not meet the Consumer Public Safety Commission safety requirements.

- C. Rule 591-1-1-.30(1)(a) (formerly Rule 591-1-1-.45) requires that cribs that are safety approved in compliance with Consumer Product Safety Commission (CPSC) and American Society of Testing and Materials International (ASTM) be provided for each infant.**

During a monitoring visit conducted on August 15, 2013, it was determined that four of four cribs did not meet the Consumer Public Safety Commission safety requirements.

**An enforcement fine was issued on November 4, 2013 for this rule violation. This rule violation is no longer appealable.**

The failure of center staff to ensure a safe sleeping environment for infants could possibly place children at risk of harm.

8. **Rule 591-1-1-.30(1)(a)2. (formerly Rule 591-1-1-.45) requires that crib mattresses be covered with a waterproof washable material.**

During a complaint investigation and monitoring visit conducted on May 2, 2013, it was determined that three mattresses were torn and had exposed foam.

The failure of center staff to ensure a safe sleeping environment for infants could possibly place children at risk of harm.

9. **A. Rule 591-1-1-.32(1) requires the center to maintain staff:child ratios.**

During a complaint investigation conducted on March 29, 2013, it was determined that the staff:child ratios were inadequate. A ratio of 1:9 was observed in the infant room. Two staff were required.

- B. Rule 591-1-1-.32(1) requires the center to maintain staff:child ratios.**

During a complaint investigation and monitoring visit conducted on May 2, 2013, it was determined that the staff:child ratio was inadequate in the infant to three-year-old group. A ratio of 1:12 was observed. Two staff were required.

- C. Rule 591-1-1-.32(1) requires the center to maintain staff:child ratios.**

During a complaint investigation and monitoring visit conducted on December 16, 2013, it was determined that the staff:child ratio in the second right classroom was 0:5 when a teacher left the classroom to get a child who opened the door and went into the third right classroom.

The failure of center staff to maintain adequate staff:child ratios could possibly place children at risk of harm.